

**OFFICE OF THE MAYOR
CITY AND COUNTY OF HONOLULU**

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KIRK CALDWELL
MAYOR



ROY K. AMEMIYA, JR.
MANAGING DIRECTOR

GEORGETTE T. DEEMER
DEPUTY MANAGING DIRECTOR

April 9, 2020

'20APR24 PM 2:42 CITY CLERK

Mr. Kevin Sakamoto, Chair
and Members
Salary Commission'
City and County of Honolulu
530 South King Street, Room 202
Honolulu, Hawaii 96813

Dear Chair Sakamoto and Members:

As you know, the Salary Commission is mandated by the Revised Charter of the City and County of Honolulu, Section 3-122 to meet annually to discuss and make recommendations for salary adjustments for the Mayor, his department heads and deputies, other appointees, and the City Council officers. I am advising the Salary Commission that I, as Mayor, and my Cabinet members will be refusing any salary adjustments even if the Salary Commission recommends an increase.

The initial meeting of that Salary Commission was held on January 30, 2020 whereby a Permitted Interaction Group (PIG) was formed to review technical information provided by the Department of Human Resources (DHR). DHR normally provides information related to salary increases negotiated for all bargaining units as well as data from other jurisdictions within the State of Hawaii. Traditionally, Excluded Managers (Division Chiefs, Branch Chiefs and other managerial employees) have been granted salary adjustments similar to Bargaining Unit 13. To maintain a reasonable relationship between the Appointees and their subordinate managers and employees, the Salary Commission has historically granted comparable adjustments.

The PIG met and provided the full Salary Commission their recommended salary adjustment on February 28, 2020 of 3 percent increase. The PIG's recommendation did not include any adjustments for the Corporation Counsel, the Prosecuting Attorney, and the Royal Hawaiian Band. On April 3, 2020 the Director of Human Resources submitted testimony supporting an equal adjustment for the aforementioned departments solely so they would not be treated disparately.

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Subsequent to this date, the Covid-19 Pandemic started to affect Hawaii and it continues to spread and has reached every island in Hawaii. Our economy and tourism, our major economic driver, have been seriously affected to date. Many residents have become unemployed and are in dire need of financial and other assistance. Based on the current situation in Hawaii, any salary increase should not be considered, much like in 2013. In 2013, despite being granted an increase, my Cabinet and I voluntarily took a reduction in pay of 5 percent due to economic conditions at that time.

My Cabinet and I have been working hard to help our residents weather this pandemic. I urge all residents to cooperate with the recommended social distancing, hygiene habits and to reach out and help others during this trying time.

Thank you for the opportunity to advise the Salary Commission of my intentions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kirk Caldwell', followed by a long horizontal line.

Kirk Caldwell
Mayor